



**BHARAT SANCHAR NIGAM LTD.**

(A Government of India Enterprise)  
7<sup>th</sup> floor, Bharat Sanchar Bhawan  
New Delhi – 110001.

No. 4-85/2003-SEA (Pt. II)

Dated: - 04-03-2008.

To

- (1). All Chief General Managers/Circle IFAs  
BSNL Telecom Circles/Telephone Districts.
- (2). All Chief General Managers/Circle IFAs,  
BSNL Telecom Project Zones/Telecom Maintenance Regions.
- (3). All other Administrative offices/Units in BSNL.

Subject: - Pay fixation in respect of JAO (External Candidates) appointed in BSNL from other Departments as fresh Candidate against Direct Recruitment quota – reg.

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Sir/Madam,

Of late, this office had received various letters from the Circles/ individual officials regarding the methodology to be adopted for pay fixation in respect of external candidates appointed as JAO in BSNL as fresh candidate against Direct Recruitment quota. In this connection, it is brought to your kind notice that methodology to be adopted for fixation was spelt out in the para (xi) of Terms and conditions for appointment of external candidates as JAO in BSNL circulated vide OM No. 4-85/2003-SEA BSNL dated 05.11.2004. However, since this office is receiving a lot of correspondence on the issue suggesting various methodologies, the issue was examined in detail in consultation with PAT Branch and Finance Branch and it is clarified that methodology given in GOI (29) under FR 22 is applicable for fixation of pay of external candidates of other Departments appointed as JAO in BSNL, as fresh candidate against Direct Recruitment quota.

**Illustration**

An officer in a Government Department in the pay scale of Rs. 7450-225-11500 drawing a basic pay of Rs. 9475/- to be appointed in BSNL in the scale of pay Rs. 9850-250-14600/-.

Basic pay in Government:	9475/-
Dearness Pay (50% of Basic pay)	4738/-
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Total	14213/-
DA @ 17% as on 03/2005	2416/-
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Total	16629/-

Pay in BSNL will be fixed as under:	I	II	III
Basic pay :	9850	10850	11100
DA @ 51.4% as on 03/2005	5063	5577	5705
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Total:	14913	16427	16805
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Therefore, pay of the officer will be fixed at Rs. 10850/- on his appointment in BSNL.

This issues with the approval of PAT Section vide Dy. No. 488 / 07-PAT (B) dated 26.04.2007 and Establishment Finance section vide Dy. No. 825/EF/07 dated 10.08.2007 and disposes off all the clarifications/representations received from Circles/individuals on the subject.

*Prema*

(Prema Krishnamachari)  
Assistant Director General (SEA)